

Heritage Alliance
Of Northeast Tennessee and Southwest Virginia

Board of Trustees Meeting
March 12, 2024, 4:10 pm
Duncan House, Jonesborough, TN

Attending: Charlene Cleveland, Fred Counts, Dana Ensor, Hal Hunter, , Cari Jarman, Gordon Edwards, Nick Andrews.

Absent: Mark Edmond, Frank Collins, Meghan Kieta

Staff: Megan Cullen Tewell, Executive Director

The meeting was called to order by President Fred Counts.
No one was present to provide Public Comment

Megan Tewell presented a new staffing proposal with the desire to make the positions of Museum Manager and Museum Specialist more attractive to potential candidates (See Attached document) and moved its acceptance.

Rationale:

According to the US Census Bureau, the median household income in Washington County, TN is \$58,507 (2022). Assuming this household consists of two working adults, the average median income per individual would be \$29,253.50. That equates to approx. \$14.00 per hour for a full-time position. I propose that we increase staff wages in order to meet average levels of regional compensation.

Discussion:

The ED position currently indicates that the health insurance has been waived and “no benefits” will be offered to the Museum Manager. The waiving of insurance for the ED position was a choice by Ms. Tewell. With the Museum Manager position changed to a full-time, salaried position rather than part-time hourly position, it was determined that HA may need to offer benefits for both of these positions.

After discussion it was decided that the positions would be posted with the ED position listing “with select benefits” and the Museum Directors position would state that “no health insurance is available at this time.”

After a second, and discussion, the motion was moved and passed.

The need for a Personnel Policy Manual and how to handle “comp time” will be carried forward for further work.

Meeting adjourned at 5:00 PM.

Secretary,

Hal Hunter